

CURRICULUM VITAE
Frederic William Hafferty, Ph.D.

PERSONAL

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Birthdate December 20, 1947 (Cambridge, Massachusetts)

EDUCATION

1976 Ph.D., Yale University—Sociology

1974 M.Phil., Yale University—Sociology

1972 M.A., University of Southern Illinois, Carbondale—Sociology

1969 B.A. *cum laude*, Harvard University—Social Relations

ACADEMIC POSITIONS HELD

2010- Professor of Medical Education
 Associate Director Program in Professionalism and Ethics, Mayo Clinic,
 Rochester, Minnesota

1994–2010 Professor
 Department of Behavioral Sciences, University of Minnesota-Duluth School of
 Medicine, Duluth, Minnesota

1985-1994 Associate Professor
 Department of Behavioral Sciences, University of Minnesota-Duluth School of
 Medicine, Duluth, Minnesota

1983-1985 Assistant Professor
 Department of Behavioral Sciences, University of Minnesota-Duluth School of
 Medicine, Duluth, Minnesota

1979-1983 Research Associate
 Division of Family Medicine, Department of Family, Community and Preventive
 Medicine, Stanford University School of Medicine, Stanford, California

1977-1978 Assistant Professor
 Department of Sociology, University of Kentucky College of Arts and Sciences,
 Lexington, Kentucky

1975-1977 Visiting Assistant Professor
Department of Behavioral Science, University of Kentucky College of Medicine,
Lexington, Kentucky

1972-1975 Fellow
Center for the Study of Health Services, Institute for Social and Policy Studies,
Yale University, New Haven, Connecticut

TEACHING, RESEARCH AND RELATED WORK EXPERIENCES

2010 - Program in Professionalism & Ethics, Mayo Clinic, Rochester, MN

Service Responsibilities

- Program In Professionalism & Ethics:
Associate Director: Academic Affairs, 2010-present
Member: Executive Committee, 2010-present
- Clinic:
Member: Just & Safe Culture Committee, 2011-present
Member: Humanities & Medicine Committee, 2011-present
Literature & Narrative Medicine Task Force, 2011-present
Faculty, Mayo Physicians of Tomorrow Program, 2011-present
- Medical School:
- Community:
Admissions Interviewer, Harvard College, 1998-present
Member, Council of Academic Societies (ABSAME) Association of American Medical
Colleges, 2001-present
Board Member: Association of Behavioral Sciences and Medical Education 2001-present
American Board of Medical Specialties Task Force on Professionalism, 2010-2011.
American Board of Medical Specialties Standing Committee of Ethics and
Professionalism, 2011-present.
Gold Foundation, Program Conference Planning Committee, 2011-2012
Alpha Omega Alpha (ΑΩΑ) Honor Medical Society Professionalism Think Tank 2011-
2012.

1983 to 2010: Department of Behavioral Sciences, University of Minnesota Medical School – Duluth Campus

Teaching Responsibilities

- "Medical Sociology" (medical students) 1983-present
- "Perspectives on Medical Training and Socialization" (medical students) 1983-present
- "Patient Safety, Evidence-Based Medicine, and Medical Professionalism"
(medical students) 1999-present
- "Introduction to Rural Primary Care" (Department of Family Medicine) 2002-present
- "Family Medicine" (FMed 6101) 2005-2010
- "Family Medicine" (FMed 1) 2004-2010
- "Research Ethics" (graduate students) 2006

"Ethical Dimensions of Clinical Decision-making" (medical students) 1983-2003
 "Biostatistics and Epidemiology" (medical students) 1983-2000
 "Medical Sociology" (graduate and undergraduate students) 1983-1992
 "Introduction to Sociology" (undergraduate students) 1983
 Preceptor, Duluth Family Practice Center and Residency Training Program, 1986-2008

Service Responsibilities

- Departmental:

Educational Policy Committee 1993-2010
 EPC Curriculum Subcommittee 2006-2010
 Library Committee, 1984-1993

- School of Medicine:

Conflict of Interest Task Force: Subcommittee Chair: Educational Conflict of Interest
 2007-present.
 Member, Admissions Committee, 1985-1988, 1999-2007: Prescreener 2006-7
 Organizer, Medical Student Autobiography Project, 1985-93; 2006-2010
 Planning Committee, Dean's Initiative: Med 2010: Learner-centered education for patient-
 centered care, 2004-2008
 Professionalism Subcommittee
 Evaluation Subcommittee
 Secretary, School Assembly, 1989-1991
 Member, School of Medicine Strategic Planning Committee, 1985-1987
 Member, Cancer Education Committee, 1985
 Member, Faculty Advisory Committee, 1989-1991
 Member, Constitution Restructuring Committee, 1992
 Member, Legislative Planning Committee, 1993-5
 Coordinator, Brown Bag Seminar Series, 1984-1997
 Member, Educational Policy Committee, 1994-present; Chair, Rural Family Doctors Task
 Force, 1996; Member, Learning Environment Task Force, 1996
 Member, Grievance Committee, 1984-1989, 1992-2001
 Member, Rural Health School Advisory Committee, 1996-1997
 Chair, Dean's Task Force on Creating a Competency-Based Curriculum, 1997-2001
 Member, Search Committee, Director for the Center for American Indian and Minority
 Health, 2001
 Director, Project Professionalism, 1999-2006
 Chair, Task Force on Computers in Medical Education, 1984-1986

- Health Sciences:

Member, Health Sciences Center, Proposal Faculty Consultative Committee, 1966-1999

- University:

Member, Conflict Review Committee (Representing both UMD and the AHC 2005-present
 Member, Steering Committee, AHC-College of Liberal Arts & Sciences Humanities &
 Medicine Committee 2004-6
 Member, Faculty Senate, 1984-1987, 1989-1992
 Member, Campus Colloquium Committee, 1984-1985
 Member, Steering Committee, UMD Statistical Center, 1985-1987

Member, Fetal Tissue Research Group, Center for Biomedical Ethics, University of Minnesota, 1988–1990

Member, Educational Policy Committee: Subcommittee on Information Services, 1985–1995

Member, President's Distinguished Faculty Mentor Program, 1986–1989

Member, Human Subjects Review Committee, 1992-1993

Chair, Review Committee, Director of the UMD Library 1992-3

Member, Educational Policy Committee: Library Policy Subcommittee, 1991-present

Member, UMD Commission on Disabilities, 1995-1997

TEACHING, RESEARCH AND RELATED WORK EXPERIENCES

(CONTINUED)

- Community:

Member, Duluth Hockey Heritage Committee 2006-present

Founder and Organizer, program for youth hockey teams to skate between periods of UMD home hockey games, 1997-2010

Admissions Interviewer, Harvard College, 1998-present

Member, Advisory and Grant Review Committee, Edwin Eddy Foundation, 1993-2010

English as a Second Language, Hmong Families, 2004-6

Organizer, VFW Baseball, 2005-6, 2006-7

Group Leader, Odyssey of the Mind, 1992-3

Board of Directors, Human Development Center, 1987–1996

Chair, Personnel Committee, Human Development Center, 1991-1996

Assistant Coach, Lady Bulldogs Hockey Team, 1989–1990 (MN State Champions 1990)

Coach, Youth League Hockey, Soccer, and Little League Baseball, 1995-present

Member, Duluth Clinic, Institutional Review Board (human subjects), 1991

Board of Directors, Congdon Park Hockey Association, 1996-1998

Faculty Mentor Program, American Medical Association, Center for Medical Ethics, 1999-present

1979-1983: Division of Family Medicine, Stanford University

- Consultant to general divisional research, as well as for program activities involving work in geriatrics, the recruitment and retention of minority physician assistants, and clinically based research activities in the Family Practice Residency Program.
- Member, Committee on the Well-being of Medical Students, Stanford University School of Medicine.
- Chair, Faculty-Student Relations Subcommittee.
- Chair, Information-gathering Subcommittee
- Project Director, Predoctoral Research Training Program in Family Medicine, Bureau of Health Manpower.
- Co-Research Director, "An Analytical Study of Factors which Influence the Retention of Primary Health Care Providers in Health Manpower Shortage Areas," Department of Health, Education and Welfare.
- Research Coordinator, "A Study of Faculty-Student Relationships at Stanford University." In conjunction with the Committee on the Well-being of Medical Students, the Office of Student Affairs, and the Office of the Dean, Stanford University School of Medicine.
- Consultant, Heart-Lung Transplant Program, Stanford University Medical Center. Program development, patient and research consultation.

Teaching Responsibilities

- "Death and Dying" (medical students, physical therapy students, undergraduate students).
- "The Human Costs of Medical Education" (medical students).
- "Research Methods" (Research Training Grant students).
- "Independent Study and Directed Readings" (undergraduate and medical students). Included a wide range of topics, e.g., medical socialization, the women's health movement, issues in critical care medicine, and cross-cultural trends in health care delivery.

***TEACHING, RESEARCH AND RELATED WORK EXPERIENCES
(CONTINUED)*****1975-1979: Department of Behavioral Science, University of Kentucky**

- Staff Consultant, Department of Nursing, Division of Surgery, Neurosurgery and Medicine; Albert B. Chandler Medical Center.
Patient consulting and counseling activities with spinal cord injury patients (with a focus on communicative disorders) and with terminally ill patients. Additional activities included consulting, counseling, and formal teaching responsibilities with related medical staff members.
- Member and Consultant, Geriatric Clinic, Department of Medicine, Albert B. Chandler Medical Center.
- Member, College of Medicine, Basic Science Conjoint Committee.
- Member, Professional Consultant Committee, Department of Clinical Pastoral Counseling.
- Departmental Coordinator, Department of Behavioral Science seminar series.

Teaching Responsibilities

- "Health and Society" (first-year medical students). Topical seminars, "Death and Dying," "Aging and Health."
- "Behavioral Science Factors in Health and Disease" (undergraduate and nursing students, allied health students). A survey course.
- "Topical Seminars in Medical Behavioral Science" (graduate students).
- "Conjoint Sciences" (first-year medical students). Interdisciplinary case conferences.
- "Introduction to Professions" (first-year medical students).
- "Perspectives in Religion and Health" (Clinical Pastoral Counseling trainees).
- "Advanced Clinical Pastoral Counseling" (advanced CPC students).

TEACHING AND RESEARCH INTERESTS

Medical Sociology and Social Medicine
Occupations and Professions
Medical Education and Socialization
Health Services Research and Health Policy
Disability Studies

PROFESSIONAL ASSOCIATIONS

American Sociological Association
Medical Sociology Section, American Sociological Association
Association for the Behavioral Sciences and Medical Education

Midwest Sociological Society
 Society for the Advancement of Socio-Economics
 Society for Disability Studies
 Southern Sociological Society

PROFESSIONAL ACTIVITIES

Member, American Board of Medical Specialties, Ethics and Professionalism Task Force
 2009-2010

Member, Council of Academic Societies (American Sociological Association) 2004-present
 Program Committee: Arnold P. Gold Foundation Symposium: How are we teaching
 humanism in medicine and what is working?" 2007

PROFESSIONAL ACTIVITIES (CONTINUED)

Member, Board of Directors, Association of Behavioral Sciences and Medical Education,
 2005-present

Tufts University Medical School Curriculum revision Committee 2006-2008

University of Kentucky Critical Mass Assessment Project 2006-2008

Mayo Medical School Curriculum Assessment 2006-7

University of Minnesota Social Capital Assessment Project 2006-7

Chair, Medical Sociology Council, American Sociological Association, 1995-6, Chair-Elect,
 1994-5.

Chair, Publications Committee, Medical Sociology Council, American Sociological
 Association, 1987-1989

Member, Council of Academic Societies (ABSAME) Association of American Medical
 Colleges, 2001-present

Developer and Organizer: Medical Sociology Section Mentorship Program. 1997-2002
 Area Representative, Membership Committee, American Sociological Association, 1987-
 1989

Member, Board of Directors, Society for Disability Studies, 1989-2001

External Examiner in Behavioral Sciences, Faculty of Medicine, Health Sciences Centre,
 Kuwait University, 1999

Chair, Committee on Society and People with Disabilities, American Sociological
 Association, 1989-1990; member, 1989-1992

Program Co-Chair. Society for Disability Studies' 3rd Annual Meeting, Washington, D.C.,
 June 14-18, 1990.

Member, Research and New Techniques Committee, Minnesota Academy of Family
 Practice, 1985-1989

Session organizer for the Society for Disability Studies' 3rd Annual Meeting (as above):
 "Social Policy as an Evolutionary Process: The Case of the Americans for Disabilities
 Act" and "Disability Policy: Current Trends and Issues."

Session Organizer for "Issues in Disability Policy," American Sociological Association's
 85th Annual Meeting, Washington, D.C., August 15-19, 1990.

Topic Area Organizer (Medical Sociology), 1991 Midwest Sociological Society Meetings,
 Des Moines, Iowa, April 11-14, 1991.

Member, Dissertation Awards Committee, Medical Sociology Section, American
 Sociological Association, 1990-1, 1991-2.

Treasurer and Member, Executive Committee, Society for Disability Studies, 1990-present.
 Elected President, Society for Disability Studies, 1994

Chair and member, Nominations Committee, Medical Sociology Council, American Sociological Association, 1991-2, Chair, 1992-3.

Organizer for the Society for Disability Studies' 5th Annual Meeting (with Susan Foster). June 17-20, 1992: "Implications of the Human Genome Initiative for People With Disabilities."

Member, Board of Visitors, Rural Health Research Center Grant Program. Department of Health and Human Services, Health Resources and Services Administration. Federal Office of Rural Health Policy. 1991-1992, 1993-4. Consultant, 1993.

Member, Study Section. "Issues in the Training of Primary Health Care Providers." Robert Wood Johnson Foundation, Princeton, November 6, 1992.

Member, Medical College of Pennsylvania and Acadia Institute Medical Education Project. 1992-1993.

PROFESSIONAL ACTIVITIES (CONTINUED)

Member, Graduate Student Paper Award Committee, Division on Health, Health Policy, and Health Services, Society for the Study of Social Problems, 1993-4.

Member, Study Section, Health Services Developmental Grants, Agency for Health Care Policy and Research, 1994-present.

Program Chair (roundtables and open session), Medical Sociology Section, American Sociological Association's 90th Annual Meeting, Washington, D.C., August 19-23, 1995

Editor, Special Issue on Disability, Religion and Spirituality, *Disability Studies Quarterly*, 15(3), 1995.

Program Faculty, Association for Behavioral Sciences and Medical Education, 25th Annual Meeting, Naples, Florida, October 7-10, 1995

Advisory Board, The Annual Editions Series, *Deviant Behavior 96/97*, Pushkin Publishing Group, 1995

Chair, Review Panel. National Institute of Mental Health. 1995.

Member, Study Section, Department of Health and Human Services, Health Resources and Services Administration. Federal Office of Rural Health Policy. 1996.

Member, Medical Sociology Council Dissertation Award Committee. 1996

Focus Group Coordinator and Co-leader (with Bernice Pescosolido) "Charting a Future Course for Medical Sociology: Robert Wood Johnson Foundation, Princeton, New Jersey, July 15, 1996.

Conference Coordinator and Co-leader (with Bernice Pescosolido) "Charting a Future Course for Medical Sociology: 91st Annual American Sociological Association Meeting, New York, New York, August 15, 1996.

Special Community Building Session (with Bernice Pescosolido) "Charting a Future Course for Medical Sociology: 91st Annual American Sociological Association Meeting, New York, New York, August 17, 1996.

Planning Committee: The First Annual ACUTE (The ABSAME Committee for Cultural Understanding, Tolerance, and Education) Conference. Introducing a Sociocultural Perspective to Medical Education. Northeastern Ohio Universities College of Medicine, Rootstown, Ohio, May 7-8, 1999.

SCHOLARLY ACTIVITIES

Reviewer:

Academic Medicine

Agency for Health Care Policy and Research

Annals of Behavioral Science and Medical Education
Contemporary Sociology
Economic and Social Research Council (United Kingdom)
JAMA
Journal of Disability Policy Studies
Journal of Gerontology
Journal of Graduate Medical Education
Journal of Health and Social Behavior
Journal of Health Politics, Policy and Law
Journal of Rural Health
Journal of the American Medical Association
Medical Care
Milbank Quarterly

PROFESSIONAL ACTIVITIES (CONTINUED)

National Institute of Mental Health
National Science Foundation
New England Journal of Medicine
Social Science and Medicine
Sociological Focus
Sociological Forum
Sociological Quarterly
Sociology of Health and Illness
Western Journal of Medicine

Editorial Advisor, *Milbank Quarterly*, Supplement on Disability Policy, Vol. 67, 1989

Associate Editor, *Journal of Health and Social Behavior*, 1988–91, 2001–2007

Member, Editorial Board *Health: An Interdisciplinary Journal for the Study of Health, Illness and Medicine*, 1996–2007.

GRANTS AWARDED

Indiana University School of Medicine: "Enhancing the Professional Culture of Schools of Medicine: Relationship Centered Care Initiative": Immersion Conference (On behalf of the U of MN MS): \$10,000

Faculty Mini-Grant Application. PI - Glenn Nordehn, Co-PIs: Fred Hafferty. Lynn Bye, and Casey LaCore – UMD Office of Civic Engagement. \$986.00

Co-Author and Co-Research Director, 1980-1983.

"An Analytical Study of the Factors which Influence the Retention of Primary Health Care Providers in Health Manpower Shortage Areas." Department of Health, Education and Welfare. Award: \$440,000.

Author and Project Director, 1981-1984.

"Predoctoral Research Training Program in Family Medicine." Bureau of Health Manpower. Award: \$530,000.

Co-Investigator, 1993-1996

"The Role of Chiropractic in Meeting Rural Health Needs." Consortium for Chiropractic Research. Award: \$143,000

P.I. and Project Director, 1996-1999

"Charting a Future Course for Medical Sociology: Focus Group and Conference." Robert Wood Johnson Foundation. Award: \$38,800.

PUBLICATIONS

Hafferty, F.W., Fowkes, V.H., and Fowkes, W.C. "Critique of L.H. Aiken, et al.: The Contribution of Specialists to the Delivery of Primary Care." *New England Journal of Medicine* 301:894, 1979. Letter.

Fowkes, V., Hafferty, F.W., and Garcia, R. "The Physician's Assistant Movement: Evolution and Issues." *Journal of Family and Community Health* 3(2):21-33, 1980.

PUBLICATIONS (CONTINUED)

Wilson, J.F., and Hafferty, F.W. "Changes in Attitudes Toward the Elderly One Year after a Seminar on Aging and Health." *Journal of Medical Education* 55:993-999, 1980.

Hafferty, F.W. "Critique of Newhouse et al.: Where Have All the Doctors Gone." *Journal of the American Medical Association* 248:1711-1712, 1982.

Wilson, J.F., and Hafferty, F.W. "Long-term Effects of a Seminar on Aging and Health for First-year Medical Students." *Gerontologist* 22(3):319-324, 1983.

Fowkes, V., Hafferty, F.W., Goldberg, H., and Garcia, R. "Educational Decentralization and Deployment of Physician's Assistants." *Journal of Medical Education* 58(3):194-200, 1983.

Hafferty, F.W. "Death and Dying." In, *Comprehensive Cardiac Care*, 5th Edition. V.H. Fowkes, D.P. Zipes, and A.G. Wallace (eds.), pp. 518-536. St. Louis, MO: C.V. Mosby, 1983.

Hafferty, F.W. "Critique of A.C. Enthoven: The Rand Experiment and Economical Health Care." *New England Journal of Medicine* 311(13):863, 1984. Letter.

Garrity, T.F., Wilson, J.F., and Hafferty, F.W. "Improved Medical Care for the Elderly: Intervening in Medical Education." *Journal of Community Psychology* 12:369-378, 1984.

Goldberg, H., Hafferty, F.W., and Fowkes, V. "The Effect of Decentralized Education Versus Increased Supply on Practice Location: Experience with Physician Assistants and Nurse Practitioners in California, 1972-1982." *Medical Care* 22:760-769, 1984.

Hafferty, F.W., and Boulger, J.G. "A Look by Medical Students at Medical Practice in the Future." *Journal of Medical Education* 61:359-367, 1986.

Hafferty, F.W., and Goldberg, H. "Educational Strategies for Targeted Retention of Non-Physician Health Care Providers." *Journal of Health Services Research* 21(1):107-125, 1986.

Hafferty, F.W. "Physician Oversupply as a Socially Created Reality." *Journal of Health and Social Behavior* 27(4):358-369, 1986.

Bartzen, P.J., and Hafferty, F.W. "Pelvic Laparotomy Without an Indwelling Catheter." *American Journal of Obstetrics and Gynecology* 156(6):1426-1432, 1987.

Hafferty, F.W., and Boulger, J.G. "Medical Students View Family Practice." *Family Medicine* 20:277-281, 1988.

PUBLICATIONS (CONTINUED)

Hafferty, F.W. "Cadaver Stories and the Emotional Socialization of Medical Students." *Journal of Health and Social Behavior* 29(4):344-356, 1988. Reprinted in *Intersections: Readings in Sociology*, Ralph B. McNeal and Kathleen A. Tiemann (eds.), Pearson Custom Publishing, Boston, Massachusetts, 2001

Hafferty, F.W. "Theories at the Crossroads: The Evolution of Views on Medicine as a Profession." *Milbank Quarterly* 66(Suppl. 2):202-225, 1988.

Hafferty, F.W. "Observations on the Sociology of Animal Experimentation." *Anthrozoös* 3(2):77-80, 1989.

Day, T.W., and Hafferty, F.W. "Anticipating the Future: A National Survey of Family Practice Residency Directors." *Family Medicine* 21(5):355-358, 1989.

Hafferty, F.W. "Disability in the Media: The Evolution of a Deaf Detective." *Disability Studies Quarterly* 9(2):40-43, 1989.

Hafferty, F.W. "Looking for the Right Stuff." A Commentary on Johnson, Robert J., and Wolinsky, F.D., "The Legacy of Stress Research: The Course and Impact of This Journal." *Journal of Health and Social Behavior* 31(3):231-239, 1990.

Hafferty, F.W. "To Tell The Truth: An In-Class Learning Exercise for Medical Students." *Teaching Sociology* 18(3):329-336, 1990. Reprinted in *Handbook for Teaching Medical Sociology*, B.A. Pescosolido (ed.), American Sociological Association, pp. 62-69, 1991.

Hafferty, F.W., and Wolinsky, F.D. "Conflicting Characterizations of Professional Dominance." In *Current Research on Occupations and Professions, Volume 6*, J. Levy (ed.), pp. 225-249. Greenwich, CT: JAI Press, 1991.

Hafferty, F.W. "Sociological Perspectives on Rural Provider Distribution." In *Proceedings of the Second Annual Primary Care Research Conference: Theory and Methods*, H. Hibbard, P.A. Nutting, and M.L. Grady (eds.), pp. 253-259. Washington, D.C., Agency for Health Care Policy and Research, 1991.

Hafferty, F.W. *Into the Valley: Death and the Socialization of Medical Students*. New Haven, Conn, Yale University Press, 1991.

Hafferty, F.W., Hey, S.C., Kiger, G. and Pfeiffer, D. (eds). *Translating Disability: At the Individual, Institutional and Societal Levels*. Society for Disability Studies and Willamette University, 1991.

Hafferty, F.W. "Introduction." In *Translating Disability: At the Individual, Institutional and Societal Levels*. F.W. Hafferty, S.C. Hey, G. Kiger, and D. Pfeiffer, (eds). Society for Disability Studies and Willamette University, 1991.

Hafferty F.W., and Salloway, J.C. "The Evolution of Medicine as a Profession: A Seventy-Five Year Perspective." *Minnesota Medicine* 76(1):26-35, 1993.

PUBLICATIONS (CONTINUED)

Hafferty, F.W., and McKinlay, J.B. (eds). *The Changing Medical Profession: An International Perspective*. New York, Oxford University Press, 1993.

Hafferty F.W., and Salloway, J.C. "Reconceptualizing Physician-Patient Interaction in Models of Health Behavior Change." In *Advances in Medical Sociology: A Reconsideration of Models of Health Behavior Change, Volume 4*. G. Albrecht (ed.), pp. 113-139. Greenwich, CT, JAI Press, 1994.

Hafferty, F.W., and Foster, S. "Decontextualizing Disability in the Crime Mystery Genre: The Case of the Invisible Handicap." *Disability & Society* 9(2):185--206, 1994.

Hafferty F.W. "Who Are the Medical Students." In *Undergraduate Medical Education: In Search of Reform with Change*, J. Swazey, R. I. Emmett, R. C. Fox and J. C. Watkins (eds.), pp. 187-198. Pittsburgh, Penn, Medical College of Pennsylvania, 1994.

Hafferty, F.W., and Franks, R. "Medical Culture, Medical Ethics, and the Medical School Curriculum." *Academic Medicine* 69(11):861-871, 1994.

Hafferty, F.W. "A Sociological View on the Role of Behavioral Sciences in Teaching About the Physician-Patient Relationship. In *Annals of Behavioral Science and Medical Education* 1(2):77-82, 1994

Hafferty, F.W. "Forward." In Bonnie Tucker, *The Feel of Silence*. Philadelphia, Penn: Temple University Press, 1995.

Hafferty, F.W. "Medicine as a Profession: Lessons from Some Cross-National Case Studies." In *Global Perspectives on Health Care*. E. B. Gallagher and J. Subedi (eds.), pp. 231-243. Englewood Cliffs, NJ, Prentice-Hall, 1995.

Hafferty, F.W. "Introduction." Special Issue on Disability, Religion and Spirituality, *Disability Studies Quarterly* 15(3):2-4, 1995.

Hafferty, F.W. and Light, D. "Professional Dynamics and the Changing Nature of Medical Work." *Journal of Health and Social Behavior* (Extra Issue: Forty Years of Medical Sociology: The State of the Art and Directions for the Future), pp. 132-153, 1995. Reprinted in, William Cockerham, *Reader in Medical Sociology*, Saddle River, NJ, Prentice-Hall, 2000.

Hafferty, F.W. "Assessing the Impact of the Hidden Curriculum on the Process and Content of Medical Education." *Academic Medicine* 71(6):629-30, 1995

Arluke A. and Hafferty, F.W. "From Apprehension to Fascinations: Motive Talk and the Use of Absolutions by Medical Students in Dog Lab." *Contemporary Ethnography*. 25(2):201-225, 1996.

PUBLICATIONS (CONTINUED)

Salloway, J.C., Hafferty, F.W., and Vissing Y.M. "Professional Roles and Health Behavior." In *Handbook of Health Behavior Change. Volume 2: Determinants of Health Behavior: Health Care Institutions*, S. Gochman (ed.), pp. 63-79. New York, Plenum, 1996

Hafferty, F. W. "'What's Relevance Got to Do With It?' Some Observations on the Place and Role of Student-Generated Case Studies in the Teaching of Medical Ethics." *The American Journal of Ethics and Medicine*. 5(1):2-7, 1997.

Hafferty, F.W. "Letters From My Mother and Her Friends." *Academic Medicine*. 72(10):839-40, 1997.

Hafferty, F.W. "Beyond Curriculum Reform: Confronting Medicine's Hidden Curriculum." *Academic Medicine*. 73(4):403-407, 1998.

Barnard, D. T. Quill, F.W. Hafferty, R. Arnold, J. Plumb, R. Bulger, and M. Field, for the Working Group on the Pre-Clinical Years of the National Consensus Conference on Medical Education for Care Near the End of Life. "Preparing the Ground: Contributions of the Pre-Clinical Years to Medical Education for Care Near the End of Life." *Academic Medicine*. 74(5):499-505, 1999.

Hafferty, F.W. "Managed Medical Education?" *Academic Medicine*. 74(9):1-8, 1999.

Hafferty, F.W. "Managed Care, Evidence-Based Medicine, and the Changing Landscape of Behavioral Medicine." *Annals of Behavioral Sciences*. 6(1):21-30, 1999.

Hafferty, F.W. "In Search of a Lost Cord: Professionalism, Power, and Medical Education's Hidden Curriculum." In *Educating Activists: Medical Education for Professional*

Development and Social Change, pp. 11-34. Delese Wear and Janet Bickell (eds.), Iowa City, University of Iowa Press, 1999.

Hafferty, F.W. "Medical Education." In *Handbook of Medical Sociology*, 5th Edition. Chloe Bird, Allen Freemont, and Peter Conrad (eds.), pp. 238-257. Upper Saddle River, NJ, Prentice Hall, 2000.

Hafferty, F.W. and B.A. Pescosolido. "Charting a Future Course for Medical Sociology." In *Medical Sociology Reader*, D.A. Matcha (ed.). Allyn & Bacon, 2001.

Hafferty, F.W. and B. Minogue "The *Two* Fundamental Duties of the Physician?" *Academic Medicine*. 75(12): 1150-1154, 2001.

Hafferty, F.W. and G. G. Gibson. "Learning Disabilities and the Meaning of Medical Education." *Academic Medicine*. 76(10): 1027-1031, 2001.

Hafferty, F.W. "What Medical Students Know About Professionalism." *Mt. Sinai Journal of Medicine*. 69(6):385-397, 2002.

Hafferty, F.W. "Finding Soul in a 'Medical Profession of One.'" *Journal of Health Politics, Policy and Law*. 28(1):133-158, 2003.

PUBLICATIONS (CONTINUED)

Hafferty, F.W. and Gibson, G. G. "Learning Disabilities, Professionalism, and the Practice of Medical Education." *Academic Medicine*. 78(2):189-201, 2003.

Hafferty, F.W. "Commentary; Toward the Operationalization of Professionalism: A peer commentary on Wear/Kuczewski's target article "The Professionalism Movement: Can We Pause?" *American Journal of Bioethics*. 4(2):28-31, 2004.

Hafferty, F.W. and Castellani, B.C. "Theories of Social Relations," In *Behavioral Sciences for Medical Education*. O.J Sahler and J.E. Carr (eds.), pp. 109-114. Bern, Hogrefe & Huber, 2003.

Elam, C. L., Hafferty, F.W., Messmer, J. M., Blue, A.V., Flipse, A.R., Lazarus, C.J., and Chauvin, S. W. "Reflections of Medical Student Service Leaders: Implications for Admissions and Curriculum." *Journal of Experiential Education*. 26(3):152-166, 2004.

Nordehn, G., Froman, J. and Hafferty, F.W. "Literature-based learning in medical school: A Medical Student Case Study." *Minnesota Medicine*. 87(7):48-50, 2004.

Hafferty, F.W. "Measuring Professionalism: A Commentary," In *Measuring Medical Professionalism*. David Stern (ed.), Pages 281-306. New York, Oxford University Press, 2005.

Hafferty, F.W. "The Great Pretender. Lessons in The Commercialization of Academic Medicine." *Academic Physician & Scientist*, January, p. 5-6, 2006.

Hafferty, F.W. "Commercialism and Medical Professionalism." Pages 35-59 in *Educating for Professionalism*. K. Parsi and M. Sheehan (eds.). New York, Rowen and Littlefield, 2006.

Hafferty, F.W., O'Donnell, J.E. "It's Time to Clean House: The Commercial Brandscaping of Medical Education." *Academic Physician & Scientist*, p. 7, 9, May, 2006.

Castellani, B. and Hafferty, F.W. "Professionalism and Complexity Science: A Preliminary Investigation," In *Medical Professionalism: A Critical Review*, Delese Wear and Julie M. Aultman (ed.), Pages 3-23. New York: Springer, 2006.

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"The Education of Medical Students in Thanatology." Keynote Speaker and Workshop Leader, symposium sponsored by the Columbia University College of Physicians and Surgeons and the Foundation of Thanatology, 1977.

"Acute Grief II: Counseling and Care of the Bereaved." Keynote Speaker, symposium sponsored by the Columbia University College of Physicians and Surgeons and the Foundation of Thanatology, November 2-3, 1977.

"On Dealing with Dead Bodies." Kentucky Funeral Directors, Annual Meeting, Lexington, Kentucky, 1979.

"The Effect of Decentralized Training on the Deployment of Physician Assistants in California," with Harold Goldberg. Robert Wood Johnson Clinical Scholar Program, Annual Meeting, November, 1981.

"Development of a Research Training Program for Medical Students." Society of Teachers of Family Medicine, Western Regional Conference, November 21, 1981.

"Teaching Medical Students about Rural Practice: Results of a Statewide Study Regarding Rural Providers," with Virginia Fowkes. Society of Teachers of Family Medicine, Western Regional Conference, November 20, 1982.

"Health Policy and the Restructuring of Health Care in the '80s." Midwest Sociological Society, St. Louis, April 10-13, 1985.

"The Effect of Debt Load on Medical Career Choice." Midwest Sociological Society, Des Moines, March 26-30, 1986.

"Humor in Medical Education: The Case of Cadaver Stories." Midwest Sociological Society, Des Moines, March 26-30, 1986.

"Pelvic Laparotomy without an Indwelling Catheter," with Peter J. Bartzen, M.D. Central Association of Obstetricians and Gynecologists, 54th Annual Meeting, Milwaukee, October 9-11, 1986.

"Social Implications of the Coming Physician Surplus." Discussant, Medical Sociology Section, American Sociological Association, 81st Annual Meeting, New York, August 30-September 3, 1986.

"Dying as a Social Identity." Midwest Sociological Society, Chicago, April 15-19, 1987.

"Work and Occupational Roles in a Changing Health Care Environment." Session Organizer and Presider, Midwest Sociological Society, Chicago, April 15-19, 1987.

"Joe Binney, Deaf Detective: A Case Study of Disability and the Media." Society for the Study of Chronic Illness, Impairment and Disability, Western Social Science Association, El Paso, April 22-25, 1987.

PAPERS AND PRESENTATIONS (CONTINUED)

"A National Survey of Family Practice Residency Directors," with Thomas W. Day, M.D. North American Primary Care Research Group, Annual Meeting, Minneapolis, May 18-20, 1987.

"Explaining the Changing Status of Doctors." Discussant, Medical Sociology Section, American Sociological Association, 82nd Annual Meeting, Chicago, August 17-21, 1987.

"The Treatment Context." Discussant, Medical Sociology Section, American Sociological Association, 82nd Annual Meeting, Chicago, August 17-21, 1987.

Discussant, Medical Sociology Session. Midwest Sociological Society, 52nd Annual Meeting, Minneapolis, March 23-26, 1988.

"Multidisciplinary Approaches to Self-Definition" and "The Politics of Disability." Moderator of sessions, Society for Disability Studies, 1st Annual Meeting, Washington, D.C., June 15-18, 1988.

"Health as a Coercive Value: The Issue of Disability." Plenary Session, Society for the Study of Social Problems, 38th Annual Meeting, Atlanta, August 21-23, 1988.

"Publishing in Annual Reviews and Research Advances in Medical Sociology." Organizer and Presenter with Fredric D. Wolinsky and Gary Albrecht. American Sociological Association, 83rd Annual Meeting, Atlanta, August 24-28, 1988.

"Milbank Roundtable on Disability Policy." Discussant, Milbank Memorial Fund, Arden House, Harriman, New York, September 23-25, 1988.

"The Evolution of Eliot Freidson's Theory of Professional Dominance: A Twenty-year Retrospective," with Donald W. Light. Midwest Sociological Society, 53rd Annual Meeting, St. Louis, April 6-9, 1989.

"The Media Portrayal of Disability: Mr. Sunshine Meets Joe Binney," with Stanley F. Wainapel. Society for Disability Studies, 2nd Annual Meeting, Denver, June 21-24, 1989.

"The 1988 Gallaudet Protest: Student Protest or Consumer Revolt," with Irving K. Zola. Plenary Session, Society for Disability Studies, 2nd Annual Meeting, Denver, June 21-24, 1989.

"The Theory of Professional Dominance Reconsidered," with Donald W. Light. American Sociological Association, 84th Annual Meeting, San Francisco, August 9-13, 1989.

"Problems in Researching Emotions," with Arnold Arluke. American Sociological Association, 84th Annual Meeting, San Francisco, August 9-13, 1989.

PAPERS AND PRESENTATIONS (CONTINUED)

"The Evolution of Professional Dominance Theory Under Freidson." Professions and Public Authority: Historical and Comparative Perspectives, a conference sponsored by the International Sociological Association, Northeastern University, and Rutgers University; organized by Eliot Krause and Louis Orzack; Westin, Massachusetts, April 20-22, 1990.

Discussant. Special Session on Power Relations in Medicine. American Sociological Association, 85th Annual Meeting, Washington, D.C., August 15-19, 1990.

"Medical Socialization." Department of Sociology and the Center for Mental Health Research, University of Wisconsin, Madison, November 9, 1990.

"Methodological and Conceptual Issues in the Study of Medical Training." Department of Sociology, Texas A&M University, College Station, November 27, 1990.

"The Sociologic and Professional Components of Manpower Distribution." Second Annual Primary Care Research Conference: Theory and Methods, Agency for Health Care Policy and Research, San Diego, January 13-15, 1991.

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- "The Place and Structure of Ethics in the Medical School Curriculum," with Ronald Franks. Department of Philosophy, University of Minnesota-Duluth, March 19, 1991.
- "Implications of Genetic Mapping and Screening for People with Disabilities," with Susan Foster. Society for Disability Studies, 4th Annual Meeting, San Francisco, June 25-29, 1991.
- "Medicine as a Profession: Implications for Public Policy," School of Social Sciences, University of Texas at Dallas, Richardson, Texas, July 17, 1991.
- "Methodological Approaches in the Study of Policy," with Richard Scotch. Section on Political Sociology. American Sociological Association, 86th Annual Meeting, Cincinnati, August 23-27, 1991.
- "Trust, Ideology, and Professional Power." American Sociological Association, 86th Annual Meeting, Cincinnati, August 23-27, 1991.
- "The Role of the Behavioral Sciences in Teaching About the Physician-Patient Relationship," with Linda Garcia-Shelton and Thomas M. Johnson. Association for the Behavioral Sciences and Medical Education, 21st Annual Meeting, Palm Springs, CA, October 19-22, 1991.
- "Trust and Medicine." Association for the Behavioral Sciences and Medical Education, 21st Annual Meeting, Palm Springs, CA, October 19-22, 1991.

PAPERS AND PRESENTATIONS (CONTINUED)

- "Ideology and American Medicine: The AMA's First Code of Ethics." American Sociological Association, 87th Annual Meeting, Pittsburgh, August 20-24, 1992.
- "Admission to Medical School: A Sociological Black Box." Medical College of Pennsylvania, Philadelphia, October 12, 1992.
- "Social and Structural Aspects of Deafness as a Disability." Department of Communication Disorders, University of Vermont, Durham, October 15, 1992.
- "Training for the Health Professions: The Role of Death in the Socialization of Medical Students." Center For Health Promotion and Research, University of Vermont, Durham, October 16, 1992.
- "Training for Responsibility: Cardio-Vascular Dog Lab and the Encountering of an Ethical Dilemma During the First Year of Medical Education." Department of Health Management and Policy, School of Health and Human Services, University of Vermont, Durham, October 16, 1992.

"Socialization into the Profession: The Role of the Manifest and Latent Curriculum in the Training of Physicians." Plenary Presentation. Association for the Behavioral Sciences and Medical Education, 22nd Annual Meeting, Smugglers' Notch, Vermont, October 17-20, 1992.

"Trust and Medical Professionalism." Third in a series of Seminars in Medicine. University of Minnesota-Duluth School of Medicine, Duluth, December 2, 1992.

"The Concept of Trust in the Evolution of Medicine as a Profession." Center for Biomedical Ethics: Faculty Seminar Series. University of Minnesota, Minneapolis, May 25, 1993.

"Cross-Cultural Perspectives on Medicine as a Profession," with John McKinlay. American Sociological Association, 88th Annual Meeting, Miami, August 13-17, 1993.

"The Evolution of Medicine as a Profession: From Flexner to the 21st Century," with Jeffrey C. Salloway. American Sociological Association, 88th Annual Meeting, Miami, August 13-17, 1993.

Discussant. "Beyond the Medical Model: New Approaches to the Study of Disability." Special Session: American Sociological Association, 88th Annual Meeting, Miami, August 13-17, 1993.

"Sociological Observations on Trust and Medicine." Center for Clinical Medical Ethics, University of Chicago, February 23, 1994.

"Corpses in Medical Education." Division of Social Sciences, Workshop on Health, Culture, and Society. University of Chicago, February 23, 1994.

PAPERS AND PRESENTATIONS (CONTINUED)

"Sociological Perspectives on Medical Effectiveness Research: The Future of Medicine as a Profession." Institute of Health Services Research. University of Minnesota, May 13, 1994.

"Using Internet as a Resource for Doing Research in Disability Studies." Society for Disability Studies, 7th Annual Meeting, Washington, D.C., June 21-25, 1994.

"Disability and Religion," with Susan Foster and Hannah Gershon. Society for Disability Studies, 7th Annual Meeting, Washington, D.C., June 21-25, 1994.

"Trends in Medical and Health Professional Education." World Congress of Sociology. Bielefeld, Germany, July 18-23, 1994.

"Medical Effectiveness Research and the Future of Medicine as a Profession," with Ira Raskin. American Sociological Association, 89th Annual Meeting, Los Angeles, August 5-9, 1994.

"The Unwritten Curriculum: The Parallel Universe in Medical Education." Association of American Medical Colleges, 105th Annual Meeting, Boston, October 28-November 3, 1994.

"Transforming the Culture of Dying in America: Perspectives from Medical Education." Project on Death in America Symposium, New York, New York, January 12-13, 1995.

"The Comparative Study of Professions, States, and Universities: Specific Occupational Comparisons--Medicine." Seventh International Conference on Socio-Economics: Society for the Advancement of Socio-Economics, Washington, D.C., April 7-9, 1995.

"The Transformation of American Medicine Revisited: What's in Store for American Medicine," with John McKinlay. American Sociological Association, 90th Annual Meeting, Washington, D.C., August 19-23, 1995.

"The Sociological Legacy of Irving Kenneth Zola: A Look at Zola's Socio-Cultural Factors in the Seeking of Medical Aid." American Sociological Association, 90th Annual Meeting, Washington, D.C., August 19-23, 1995.

"Changing Organizational Culture: Modifying the Hidden Curriculum." Plenary Presentation. Association for Behavioral Sciences and Medical Education, 25th Annual Meeting, Naples, Florida, October 7-10, 1995.

"Characteristics of the Informal Curriculum and Trainees' Ethical Choices." Plenary. A. Conference on Students' and Residents' Ethical and Professional Development. Association of American Medical Colleges, Washington, D.C., October 27-28, 1995.

"The Impact of the Market on the Organization and Delivery of Health Care Services." Department of Sociology. Yale University. April 13, 1996.

PAPERS AND PRESENTATIONS (CONTINUED)

"Practicing Medicine From the Legislative Floor: Minnesota's Maternity Stay Legislation." American Sociological Association, 91st Annual Meeting, New York, August 16-20, 1996.

"Guidelines and the Control of Professional Behavior." American Sociological Association, 91st Annual Meeting, New York, August 16-20, 1996.

"Developing a Typology of the Impact of Managed Care's on the Content and Structure of Medical Education." Association for Behavioral Sciences and Medical Education, 26th Annual Meeting, Orcas Island, Washington, October 19-22, 1996.

"Re-creating Science and Professional School Curricula: A Joint Campus Colloquium on the 'Hidden Curriculum' of Science and Professional Schools." Keynote Speaker. November 5, 1996, with Chancellor Vincent Fulginiti and students from the Health Sciences Center, "The Hidden Curriculum and the Evolving Field of Health Sciences Education." University of Colorado, School of Health Sciences, Denver, Colorado. November 6,

1996, Faculty Retreat, HSC Faculty, "The Hidden Curriculum and Health Professions Education." University of Colorado, School of Health Sciences, Denver, Colorado. November 7, 1996, with faculty from CU-Denver, "The Hidden Curriculum in Science and Pre-Professional Education." Colorado University-Denver.

"The Hidden Curriculum in Medical Education Reform." Grand Rounds, Department of Preventive Medicine, Rush Medical Center, Chicago, Illinois, February 18, 1997.

"Maternity Length of Stay Legislation and the Deprofessionalization of Medicine. Southern Sociological Society, 60th Annual Meeting, New Orleans, Louisiana. April 3-6, 1997.

"Influences on the Professional Development of Medical Students and Residents." American Association of Medical Colleges, Central Group on Medical Education, Dearborn, Michigan, April 17-19, 1997.

"Practicing Medicine From the Legislative Floor: Accreditation and the Shaping of Health Care Education: A Comparison of Medicine, Nursing, Chiropractic, and Osteopathy." American Sociological Association, 92nd Annual Meeting, Toronto, August 16-20, 1997.

"Discussant: Medical Sociology Dissertations-in-Progress." American Sociological Association, 92nd Annual Meeting, Toronto, August 16-20, 1997.

"Developing Professional Identities of Compassionate Care." The James A. Campbell Lecture, Rush University, Chicago, Illinois, September 23, 1997.

"Approaching the Hidden Curriculum as an Analytic Construct: Some Critical Thoughts." Association for Behavioral Sciences and Medical Education, 27th Annual Meeting, Brewster, Mass., October 18-21, 1997.

PAPERS AND PRESENTATIONS (CONTINUED)

"Workshop: Developing Strategies for Assessing the Hidden Curriculum and Its Impact on Medical Education." With Edward Hundert. Association for Behavioral Sciences and Medical Education, 27th Annual Meeting, Brewster, Mass., October 18-21, 1997.

"Medical Sociology and the Challenge of Managed Care. Department of Sociology, Indiana University, Bloomington, Indiana, February 3, 1998.

"Managed Care, Mental Health, and the Behavioral Sciences." Department of Behavioral Sciences, University of Kentucky, Lexington, Kentucky, September 30, 1998

"The Medical School Objectives Project (MSOP): Much Ado About Nothing or One Last Chance for ABSAME to Come in from the Cold." Association for Behavioral Sciences and Medical Education, 28th Annual Meeting, Jackson Hole, Wyoming, October 10-13, 1998.

"Measuring Outcomes and Competencies in Medical Education: A Workshop." With Edward Eckenfels and Beverley Rowley. Association for Behavioral Sciences and Medical Education, 28th Annual Meeting, Jackson Hole, Wyoming, October 10-13, 1998.

"Social Control and Medical Education: Introducing a Sociocultural Perspective to Medical Education." The First Annual Conference on Cultural Understanding and Tolerance in Medical Education. Northeastern Ohio Universities College of Medicine, Rootstown, Ohio, May 7-8, 1999.

"Promoting Peer and Self Review Among Medical Students: A Pilot Program." Department of Community Medicine and Behavioural Sciences, Kuwait University Faculty of Medicine. Kuwait, June 17, 1999.

"Health Care Professions in Transition: Basic Themes and Conceptual Issues." American Sociological Association, 94th Annual Meeting, Chicago, August 6-10, 1999.

"Teaching in a Medical School." American Sociological Association, 94th Annual Meeting, Chicago, August 6-10, 1999.

"Peer Review as One Tool in the Overall Assessment of Medical Student Competencies." Association of American Medical Colleges, Washington, D.C., October 1, 1999.

"Assessing Medical Student Peer Review in Light of the Medical Student Objectives Project." Association for Behavioral Sciences and Medical Education, 29th Annual Meeting, Savannah, Georgia, October 2-5, 1999.

"AIME: Development of a Template for Auditing the Preparedness of Medical Schools to Conduct Programs in Cultural Diversity." With Jose Calderon, Brian Castellani, Nancy Chin, Kenneth Wolfe, Richard Baker, Delese Wear, Ken Durgans, and Alicia Monroe. Association for Behavioral Sciences and Medical Education, 29th Annual Meeting, Savannah, Georgia, October 2-5, 1999.

PAPERS AND PRESENTATIONS (CONTINUED)

"Making Physicians More Altruistic: Affirmation, Acquisition, and Evaluation." With Edward Eckenfels and Joseph O'Donnell. Association of American Medical Colleges, Washington, D.C., October 27, 1999.

"Understanding the Nature and Meaning of Medical Student Community Service." With Carol Elam. Association of American Medical Colleges, Washington, D.C., October 27, 1999.

"Peer Review and the Revitalization of Professionalism In Medical Education." Levy-Moskowitz Annual Lecture. Rochester University School of Medicine. Rochester, New York, April 13-14, 2000.

“Moral Compunction, Cultural Tensions, and Fiduciary Responsibility: A Brief Exercise in Searching for the Core of Professionalism in Medical Education.” With Edward J. Eckenfels. GEA Northeast Regional Meeting, Hanover NH, June 28-30, 2000.

“Medicine as a Moral Community: The Weakening Cultural Fabric of Medical Professionalism.” With Brian Castellani and Jose Calderon. Association for Behavioral Sciences and Medical Education, 30th Annual Meeting, Santa Fe, NM, October 12-15, 2000.

“Use of Student Peer Evaluation in Medical Education.” With Amy Blue. Association of American Medical Colleges, Chicago, Ill., November 1, 2000.

“What Medical Students Know about Professionalism.” Fifteenth New York Regional Conference. Issues in Medical Ethics. Mount Sinai School of Medicine, New York, N.Y., November 3, 2000.

" Unraveling the Professionalism-Humanism Helix." Keynote Address. The Arnold P. Gold Foundation National Symposia on Overcoming the Barriers to Sustaining Humanism in Medicine: Influencing the Culture Through a Humanism Honor Society, Rutherford, NJ, March 9-11, 2001.

"Greetings from the Lake Wobegon School of Medicine: Competencies, Social Control, and the Future of American Medical Education. Central Region Group on Educational Affairs, Association of American Medical Colleges, Spring Conference, Minneapolis, MN, March 15-18, 2001.

"The Perils of Becoming an Altruistic Physician: The 'Me' Generation Enters Medical School." With Brian Castellani, Edward Eckenfels, and Jose Calderon. Association of Behavioral Science and Medical Education, Falmouth, MA, October 13-16, 2001.

"Rites of Passage Versus Rights of Passage: Medical Education as a Brokered Enterprise." With Michael L. Rainey. Association of Behavioral Science and Medical Education, Falmouth, MA, October 13-16, 2001.

PAPERS AND PRESENTATIONS (CONTINUED)

"Exploring the Hidden Curriculum of Residency Training." Keynote Address. The Arnold P. Gold Foundation, National Symposia on "Barriers to Sustaining Humanism in Medicine," Meadowlands, NJ, March 7-9, 2002.

"Enhancing Medical Professionalism: The Role of Academic Medicine," Plenary Presentation. United Hospital Fund and the Open Society Institute (Soros Foundation), Medicine as a 21st Century Profession: Sources of Renewal and Revision, Empire State Building, New York, NY, May 13-15, 2002.

"The New Professionalism in Medicine: What Medical Sociologists Have to Offer." With Brian Castellani. American Sociological Association Annual Meeting, Chicago, Ill, August 16-19, 2002.

"Bringing the Market Back In: The Institutional Construction and Capital Underpinnings of Managed Care." With Allen W. Imershein. American Sociological Association Annual Meeting, Chicago, Ill, August 16-19, 2002.

"Professionalism, the Hidden Curriculum, and Community Service Initiatives." Partnerships for Children, The 2nd Annual Symposium of the Anne E. Dyson Community Pediatrics Training Initiative, Rochester, NY, September 26-29, 2002.

"Accreditation and the Hidden Curriculum." With David P. Stevens, Robert L. Goodman, and Linda A. Headrick. Association of American Medical Colleges, San Francisco, CA, November 8-13, 2002.

"Selecting the Best and Brightest: Medical School Admissions and the Faculty Temple of Doom." With Carol Elam, D. Kay Clawson, and John B. Molidor. Association of American Medical Colleges, San Francisco, CA, November 8-13, 2002.

"Humanism, Professionalism, and Medical School Mission Statements." The Arnold P. Gold Foundation National Symposia on Enhancing the Culture of Medical Education: Assessing Humanistic Growth and Mission," New York, NY, January 19-21, 2003.

"Professionalism and the Accreditation of Medical Schools." Annual Retreat, Liaison Committee for Medical Education. Association of American Medical Colleges, Washington, DC, February 4, 2003.

"Professionalism in the Context of Medical Education." With Brian Castellani. Course "On Professionalism" with fourth year students. North Eastern Ohio University College of Medicine, Rootstown, Ohio, February 11, 2003.

"Promoting Professionalism in an Unprofessional World." Retreat for "On Professionalism." Clinical Faculty North Eastern Ohio University College of Medicine, Rootstown, Ohio, February 12, 2003.

"A Sociological Look at Medical Education." Centre for Medical Education, Faculty of Medicine, McGill University, Montreal, Canada, February 20, 2003.

"The Hidden Curriculum in Medical Education." Medical Education Rounds, Faculty of Medicine, McGill University, Montreal, Canada, February 21, 2003.

PAPERS AND PRESENTATIONS (CONTINUED)

"Putting Professionalism into Context: The Formal, Informal, and Hidden Curriculums and the Development of Medical Professionalism." 25th annual meeting, Society of General Internal Medicine, Vancouver, British Columbia, May 30-June 3, 2003.

"Demythologizing a Social Problem and Constructing a Reform Campaigning: The

Economic Sociology of Rationing Surgery." With Donald W. Light. American Sociological Association Annual Meeting, Washington, DC, August 16-19, 2003.

"The Promise of Professionalism and Can Professionalism Be Taught." Annual Meeting, Royal College of Physicians and Surgeons of Canada, Halifax, BC, November 8-13, 2003.

"Operationalizing the Hidden Curriculum in Medical Education" Special Session for the LCME Subcommittee on the Hidden Curriculum in Medical Education, Annual Meeting, Association of American Medical Colleges, Washington, DC, November 7-12, 2003.

"Professionalism and the Hidden Curriculum." North Eastern Ohio University College of Medicine, Rootstown, Ohio, February 10, 2004.

"The Hidden Curriculum & Medical Education." Robert Wood Johnson Visiting Scholar. Robert Wood Johnson Clinical Scholars Program. University of Washington, March 1, 2004.

"Medicine's Quest for Professionalism and the Pesky Problem of Altruism." Department of Anthropology, University of Washington, March 1, 2004.

"Dis-embedding interests: The Deconstruction and Reform of a Covert Market." With Donald Light. Economic Sociology Workshop, Princeton University, March 29, 2004.

"The Moral Development of Medical Students." National Public Radio. The Weekend Edition. Saturday, September 18, 2005

"Improving Medical Education: Enhancing the Behavioral and Social Science Content of Medical School Curricula: The 2004 IOM Report." Association of Behavioral Science and Medical Education, Vail, Colorado, October 14-17, 2005.

"Analyzing Your Medical School's Organizational Culture: Strategies to Address the Hidden Curriculum." With Ronald Franks, Deborah K. Litzelman and Joseph O'Donnell. Annual Meeting, Association of American Medical Colleges, Washington, DC, November 5-10, 2005.

"Role Models, Medical Student Well-Being, and the Hidden Curriculum." University of North Dakota School of Medicine, Grand Forks, North Dakota, January 13, 2005.

"Professionalism and the Hidden Curriculum." North Eastern Ohio University College of Medicine, Rootstown, Ohio, February 8, 2005.

"The Medical Student As Customer." With Gary G. Gibson. Des Moines University, College of Osteopathic Medicine, March 29, 2005.

PAPERS AND PRESENTATIONS (CONTINUED)

- "Professionalism and Humanism: Catalyst for Cultural Change: Changing Culture, Structure, and Systems: A 'Top Ten' List of Targets for Change." Annual Meeting, Association of American Medical Colleges, Washington, DC, November 4-9, 2005.
- "The End of Medical Education -- As We Know it: Medical Education Grand Rounds, Harvard Medical School, Cambridge, Massachusetts, January 5, 2006.
- "Teaching and Learning: Two Sides of the Same Coin?" With K Watson. Accreditation Council of Graduate Medical Education, Annual Conference on Medical Education, Parker J. Palmer Awardees Meeting, Orlando FL, March 3, 2006
- "Educating for Humanism: Fostering Personal & Organizational Change in Medical Education." Gold Humanism Honor Society Biennial Meeting, Chicago, IL, September 9, 2006
- "All Along the Watchtower: Practicing Medicine in an Age of Countervailing Interests." Academic Convocation and the Edward Munich Memorial Lecture. University of Kentucky, Lexington, KY, September 20, 2006.
- "Medicine's Contemporary Quest for Professionalism: The Contentious Role of Altruism in that Transformation." Department of Behavioral Sciences, University of Kentucky College of Medicine, Lexington, KY, September 20, 2006.
- "Locating Humanism Within the Discourse of Academic Medicine." Association of American Medical Colleges Annual Meeting, Seattle, WA, November 27-December 1, 2006.
- "Thinking Outside the Box: Using Social Capital to Examine the Pursuit of Medical Education within the Three-Pronged Mission." With AR Ownby and LC Perkwoski. Association of American Medical Colleges Annual Meeting, Seattle, WA, November 27-December 1, 2006.
- "Exploring Professionalism: A Workshop for Fourth Year Medical Students." With Brian Castellani. North Eastern Ohio University College of Medicine, Kent, OH, April 4, 2007.
- "The Hidden Curriculum: A Faculty Development Workshop. Mayo Medical School, Rochester MN, April 17, 2007.
- "The Physician as Professional: Reexamining 'Interests'." Henry Howe Chan Memorial Bioethics Lecture. Medical College of Wisconsin, Milwaukee, WI, May 16, 2007.
- "Health Care and Health Care Delivery" (Discussant). Medical Sociology Section, American Sociological Association, 102nd Annual Meeting, New York, August 11-14 2007.
- "Humanism and the Withholding of Medical Services on Moral Grounds: A Debate." With

Jordan J. Cohen, Steven Miles, Reed Tucson, Kelly Fryer-Edwards, and Mark G. Kuczewski. Association of American Medical Colleges Annual Meeting, Washington, DC, November 4, 2007.

PAPERS AND PRESENTATIONS (CONTINUED)

“Pursuit of the Educational Benefits of Diversity: Defining Critical Mass.” With Carol L. Elam and Terry D. Stratton. Association of American Medical Colleges Annual Meeting, Washington, DC, November 7, 2007.

“Should Faculty and Students Be Evaluated on the Same Professionalism Standards?” Brody School of Medicine, Greenville, NC, January 14, 2007.

“Professionalism and the Hidden Curriculum.” Brody School of Medicine, Greenville, NC, January 15, 2007.

“Professionalism as a Social Movement.” American College of Physicians: Internal Medicine 2008, Washington, D.C., May 15, 2008.

“Teaching and Learning Professionalism.” American College of Physicians: Internal Medicine 2008, Washington, D.C., May 15, 2008.

“The Changing Structure of Health Care: The Rise of a New Professionalism: A U.S.-U.K. Comparison.” With Lorelei Jones. The Third US-UK Medical Sociology Conference, Simmon’s College, Boston, MA, July 29-31, 2008.

“Medical Professions and Medical Institutions” (Discussant). Medical Sociology Section, American Sociological Association, 103rd Annual Meeting, Boston, August 1-4, 2008.

“Professionalism as a Social Movement and Conflict of Interest as an Intervening Factor.” Academy of Distinguished Medical Educators’ Plenary Speaker, Third Annual Medical Education Day, Ritzer School of Medicine, October 24, 2008.

“Using Social Network Analysis to Study Medical Education.” With Brian Castellani, Pritzker School of Medicine, October 24, 2008.

“Critical Mass and Social Networks.” Association of American Medical Colleges Annual Meeting, San Antonio, TX, November 2, 2008.

“Medicine’s Social Contract: Individual and Institutional Challenges to Humanism.” With Jordan Cohen, Sylvia Cruess, and David Hirsh. Association of American Medical Colleges Annual Meeting, San Antonio, TX, November 2, 2008.

“Professionalism and Medical Education’s Hidden Curriculum.” Mayo Medical School, Rochester MN, December 17, 2008.

“Professionalism and The Hidden Curriculum.” Center for Biomedical Ethics and Humanities, Academy of Distinguished Educators, University of Virginia Medical

School, February 25, 2009.

“Duty Hour Limits and Professionalism: Educational Perspectives and Patient Expectations,” With V. Sreenath Reddy, Steve Rose, and R. James Valentine. Accreditation Council For Graduate Medical Education Annual Education Conference, Grapevine, TX, March 4-9, 2009.

PAPERS AND PRESENTATIONS (CONTINUED)

“Professionalism and Medical Education’s Hidden Curriculum.

International Association of Medical Educators, Webcast, April 15, 2009.

“Key Elements in Medicine’s Modern Day Professionalism Movement,” With David Blumenthal and Christine Cassel. American College of Physicians: Internal Medicine 2009. Philadelphia, PA, April 25, 2009.

“The Complexities of Professionalism: A Research Agenda,” With Brian Castellani. Presentation in preparation for a special Flexner Centennial Issue of Academic Medicine, Association of American Medical Colleges, Washington, D.C., April 20, 2009

“Patients Meet Providers: Fifty Years of Medical Sociology: Contributions and New Directions,” American Sociological Association, 104th Annual Meeting, San Francisco, August 9, 2009.

“On Culture Change, Socialization, and Complex Systems,” Mayo Clinic and AAMC Sponsored Conference, National Health Care Reform: Implications for Educating Health Care Professionals, Chicago, IL, September 10, 2009.

“Creating Humanistic Learning Environments in an era of Duty Hour Reform,” With Rebecca Berman, Jordan Cohen, Dante Foster, David Hirsh, Thomas Nasca, Steven Rose, and Michael Tang, Association of American Medical Colleges Annual Meeting, Boston, MA, November 8, 2009.

“Strange Loops, Attributional Errors, and Hidden Curricula: Changing the Way We Look at Medical Educational Discourse,” With DeWitt C. Baldwin Jr., Steven Daugherty, and Edward Eckenfels, Association of American Medical Colleges Annual Meeting, Boston, MA, November 8, 2009.

“Overt & Covert Learning Processes in Role Modeling,” Medical Education Rounds, University Hospitals Coventry & Warwickshire NHS Trust, Coventry, U.K., November 25, 2009.

“Professionalism in Different Disciplines: Does it Promote or Hinder Multidisciplinary Working?” The Royal College of Nursing Research Institute, School of Health and Social Studies, University of Warwick, Coventry, U.K., December 3, 2009.

“Professionalism and the Health Professions,” Warwick Medical School, The University of Warwick, Coventry, U.K., December 10, 2009.

“Professionalism, Best Evidence and Medical Education: A Cautionary Tale,” Warwick Medical School, The University of Warwick, Coventry, U.K., December 11, 2009.

“Professionalism, The Hidden Curriculum, and Social Networks: A Workshop,” Warwick Medical School, The University of Warwick, Coventry, U.K., December 11, 2009.

“Professionalism and Mayo: An Opportunity to Redefine the Future of Medicine,” With Brian Castellani, Department of Medicine Grand Rounds and The S. Brenndan Moore Annual Lecture, Mayo Clinic, Rochester, MN, January 25, 2010.

PAPERS AND PRESENTATIONS (CONTINUED)

“New Tools for Mapping Medicine’s Modern Day Professionalism Movement,” With Brian Castellani and Ryan Antiel, Faculty of Medicine, McGill University, Montreal, Canada, February 4, 2010.

“The Hidden Curriculum and Faculty Development,” A conference on A 2020 Vision of Faculty Education Development Across the Medical Education Continuum, Baylor College of Medicine, Houston, TX, February 26, 2010.

“Medicine as a Humanistic Field of Dreams,” Annual Senior Pre-Match Day Retreat, University of Minnesota Medical School, Minneapolis, MN, March 17, 2010.

“The Hidden Curriculum: Definitions, Metaphors, & Conceptual Shadings,” Canadian Conference on Medical Education Annual Meeting, Plenary Session, The Hidden Curriculum Exposed: Perspectives of Learners and Educators, St. John’s Newfoundland, Canada, May 4, 2010.

“Ships in the night: Sociology’s Analytical Absence From Medicine’s Modern Day Professionalism Movement,” with Brian Castellani, American Sociological Association, 105th Annual Meeting, Atlanta Georgia, August 15, 2010.

“Research in Medical Education: Mapping the Formal, Informal, and Hidden Curriculum,” with Brian Castellani, Association for Medical Education in Europe, Annual Meeting, Glasgow, Scotland, September 8, 2010.

“Medical Education and Professionalism: Current Developments and Future Prospects,” Association for Medical Education in Europe, Annual Meeting, Plenary Session, Glasgow, Scotland, September 9, 2010.

“Professionalism and the Hidden Curriculum,” Association for Medical Education in Europe, Annual Meeting, Glasgow, Scotland, September 9, 2010.

“Mapping the Anatomical Learning Environment: An Initiative to Understand the Dynamics of Medical Student Life.” Association for the Behavioral Sciences and Medical Education, 40th Annual Meeting, Savannah, GA, October 16, 2010.

“Thinking About the Hidden Curriculum: Engineering Change at the Macro and Micro-System Levels,” Keynote Address, Harvard Medical School 9th Annual Medical Education Day, Boston, MA, October 26, 2010

“The Culture of Medical Education: Creating Community Through Relationship Centered Medical Education,” With Ryan Antiel, Carol Elam, and Anthony Suchman, Association of American Medical Colleges Annual Meeting, Washington, DC, November 8, 2010.

“Decoding the Hidden Curriculum of Faculty Development,” With Allison Ownby, Janet Hafler, and Brita Thompson, Association of American Medical Colleges Annual Meeting, Washington, DC, November 10, 2010.

PAPERS AND PRESENTATIONS (CONTINUED)

“Professionalism as a Social Movement: The Challenges of Professionalism.” The Mayo Clinic Program in Professionalism and Whitney and Betty MacMillan Symposium on Professionalism in Health Care, Amelia Island, FL, November 11, 2010.

“The Hidden Curriculum and Reflective Practice.” University of Rochester School of Medicine and Dentistry, Rochester, NY, December 1, 2010.

“Tracking the Hidden Curriculum: An Exercise in Organizational Reflection.” University of Rochester School of Medicine and Dentistry, Rochester, NY, December 1, 2010.

“The Hidden Curriculum: A Conceptual Odyssey.” The Hidden Curriculum in Medical Education: An Invitational Summit, University of Toronto, Wilson Centre for Research in Education, March 2-4, 2011.

“The Hidden Curriculum in Medical Education Research.” SIMEG, Department of Internal Medicine, Mayo Clinic, Rochester, MN, March 7, 2011.

“Perspectives on Professionalism: A Conversation with Faculty & Students.” Northeastern Ohio Universities College of Medicine, Rootstown, Ohio, March 21, 2011.

“The Hidden Curriculum and Medicine’s New Professionalism: Some Conceptual Tools for Change. Northern Ontario School of Medicine, Thunder Bay & Sudbury Ontario, March 31, 2011.

“The Hidden Curriculum, Social Networks, and the Relational Nature of Medical Education.” The John E. Chapman Lecture in Medical Education, Vanderbilt University Medical School, Nashville, Tennessee, April 12, 2011.

“Exploring the Historical, Hidden, and Relational Nature of Medical Education.” Program In Professionalism and Ethics Lecture Series, Mayo Clinic, Rochester, Minnesota, May 26, 2011.

“Professionalism: Social Media and Related Contemporary Issues.” Mayo Clinic Medical

School, Rochester, Minnesota, April 14, 2011.

"Social Networks and Academic Help Seeking Among First Year Medical Students," With Brant Nikolaus, Ryan Hofer, Wojciech Pawlina, Brian Castellani, and Philip Hafferty. Association for Medical Education in Europe, Annual Meeting, Vienna, Austria, August 29-31, 2011.

"Peer-to-Peer Assessments of Professionalism: A Time Dependent Social Network," With Ryan Hofer, Brant Nikolaus, Wojciech Pawlina, Brian Castellani, and Philip Hafferty. Association for Medical Education in Europe, Annual Meeting, Vienna, Austria, August 29-31, 2011.

"Complexity, Professionalism and the Hidden Curriculum in Medical Education," With Brian Castellani, Jim Price, Susan Lieff, and John Castellani. Association for Medical Education in Europe, Annual Meeting, Vienna, Austria, August 29-31, 2011.

PAPERS AND PRESENTATIONS (CONTINUED)

"Professionalism from the Vantage Point of Patients, Families, Students and Health Professionals in Practice," Plenary Session with Janice Hanson and Jill Thistlethwaite. Association for Medical Education in Europe, Annual Meeting, Vienna, Austria, August 29-31, 2011.

"Connecting Interprofessional Education and Transdisciplinary Teamwork: A Hidden Curriculum Perspective," with Neil Hamilton, Brian Muthyala, and Erin O'Donnell, American Society for Bioethics and Humanities Annual Meeting, Minneapolis, MN, October 15, 2011.

"Generations, Transformations and the Evolution of Professionalism." Association for the Behavioral Sciences and Medical Education, 41st Annual Meeting, Portland, OR, October 13, 2011.

"Development of Teams in Medical Education: Transdisciplinary Integration," With Judith Bowen, Richard Frankel, David Hirsh, and Joseph O'Donnell, Association of American Medical Colleges Annual Meeting, Denver, CO, November 6, 2011.

"Teaching Faculty How to Decode and Navigate the Hidden Curriculum," With Allison Ownby, Janet Hafler, and Brita Thompson, Association of American Medical Colleges Annual Meeting, Denver, CO, November 8, 2011.

"The Unintended Consequences of Institutionalizing Professionalism," Mayo Medical School, Faculty Development Workshop. Rochester, MN, November 15, 2011.

"Anatomy lab: The Cadaver as Teacher," Mayo Medical School, Professionalism & Bioethics Interest Group, Rochester, MN, December 9, 2011.

BOOK REVIEWS

The Sanctity of Social Life: Physicians' Treatment of Critically Ill Patients, by Diana Crane (New York: Russell Sage Foundation, 1975). Reviewed for *Medical Care* 16(2):167-169.

Corporate Physicians: Between Medicine and Management, by Diana Chapman Walsh (New York: Yale University Press, 1987). Reviewed for *Contemporary Sociology* 17(5): 685-686, 1988.

Hell Bent for Election, by Jack Livingston (New York: St. Martin's Press, 1988). Reviewed for *Disability Studies Quarterly* 9(3), 1989.

The Week the World Heard Gallaudet, by Jack R. Gannon (Washington, D.C.: University Press, 1989). Reviewed for *Disability Studies Quarterly* 9(3):33-34, 1989.

Planning for the Nation's Health: A Study of Twentieth-Century Developments in the United States, by Grace Budrys (Westport, CT: Greenwood Press, Inc., 1987). Reviewed for *Disability Studies Quarterly* 11(3):27-28, 1991.

Perspectives on Disability, by Mark Nagler (Palo Alto, CA.: Health Markets Research, 1990). Reviewed for *Journal of Disability Studies Quarterly* 13(1):112-114, 1992.

BOOK REVIEWS (CONTINUED)

Expected Miracles: Surgeons at Work, by Joan Cassell (Philadelphia: Temple University Press, 1991). Reviewed for *American Journal of Sociology* 98(3):676-678, 1992.

Health, Welfare & Practice: Reflecting on Roles & Relationships, by Jan Walmsley, Jill Reynolds, Pam Shakespeare, and Ray Woolfe (eds.) (London, Sage Publications, 1989). Reviewed for *Disability Studies Quarterly* 14(1):50-51, 1994.

Creating the New American Hospital: A Time for Greatness, by V. Clayton Sherman. (San Francisco, Jossey-Bass Publishers, 1993). Reviewed for *Disability Studies Quarterly* 15(1):55-56, 1994

Controlling Health Professionals: The Future of Work and Organization in the NHS, by Stephen Harrison and Christopher Pollitt. (Buckingham. Open University Press, 1994). Forthcoming in *Disability Studies Quarterly*

Numb Toes and Other Woes: Coping With Peripheral Neuropathy, by John A Seneff. Reviewed for *Journal of Palliative Medicine* 3(2):215-216, 2000.

Numb Toes and Other Woes: More of Peripheral Neuropathy, by John A Seneff. Reviewed for *Journal of Palliative Medicine* 5(5):766-768, 2002.

The Cultures of Caregiving: Conflict and Common Ground Among Families, Health Professionals, and Policy Makers, by Carol Levine and Thomas H. Murray (eds.).

Reviewed for *Journal of Palliative Medicine* 8(2):460-461, 2005.

Professionalism in Medicine: A Case-Based Guide for Medical Students, by John Spandorfer, Charles Pohl, Susan Rattner, and Thomas Nasca (eds.). Reviewed for *Annals of Behavioral Sciences and Medical Education* 17(1), 2011.

STUDY REPORTS

"An Analysis of Faculty-Student Relations at Stanford University, 1983." Submitted to the Committee on the Well-Being of Medical Students, and to Dean Dominic Purpura, Stanford University School of Medicine, 1984.

"A Review of the *Journal of Health and Social Behavior*." Medical Sociology Council, American Sociological Association, 1988.

"Who Are the Medical Students?" Background Paper for Workshop One. Medical College of Pennsylvania and The Acadia Institute Medical Education Project. Philadelphia, Pennsylvania, October 12-13, 1992.

"Death Education and the Medical School Curriculum." Background Paper for Project on Death in America Symposium. New York, New York, January 12-13, 1995.

"Charting a Future Course for Medical Sociology: A Report from the July 15th Focus Group." With Bernice Pescosolido. Robert Wood Johnson Foundation, 1996.

STUDY REPORTS (CONTINUED)

"Charting a Future Course for Medical Sociology: Challenge List and Action Plans. A Report From the August 15th Conference." With Bernice Pescosolido. Robert Wood Johnson Foundation, 1996.

"Charting a Future Course for Medical Sociology: Final Report." With Bernice Pescosolido. Robert Wood Johnson Foundation, 1996.

"Charting a Future Course for Medical Sociology: Executive Summary. With Bernice Pescosolido. Robert Wood Johnson Foundation, 1997.

"Deans Letters and The Paradigmatic Representation of Selfless (Altruistic) and Selfish Medical Students." The Gold Foundation. 2001

"Who Does the LCME Work For: A Brief Report on Value Orientations." Liaison Committee for Medical Education. Association of American Medical Colleges, Washington, DC, 2003.

"Defining the Humanistic Medical Student." The Gold Foundation. 2003.

"Greater Duluth Community Edwin Eddy Library Program." A Report for the Edwin Eddy Foundation. 2004

"UMD Department of Communication Sciences and Disorders Graduate Students:." Where Do They Come From? Where Do They Go? A Report for the Edwin Eddy Foundation. September, 2005

"Learning and the Learning Environment." Dean's Medical Education 2010 Development Initiative Planning Committee. University of Minnesota Medical School, April, 2005.

"Educational Conflict of Interest." Dean's Task Force on Conflict of Interest, University of Minnesota School of Medicine, July, 2008.

"Decoding the Learning Environment of Medical Education: A Hidden Curriculum Perspective on Faculty Development as a Process of Tacit Learning." With Brian Castellani. Background paper for a conference on *A 2020 Vision of Faculty Education Development Across the Medical Education Continuum*, Baylor College of Medicine, Houston, TX, February 26, 2010.